

La diversité au CERN

Bureau de la diversité

Ioanna Koutava, Département des ressources humaines

«Onboarding», mars 2018

visit cern.ch/diversity
contact: hr-diversity-info@cern.ch



Human Resources
Diversity Office

La diversité au CERN – la population

14,092

Collaborateurs
internationaux

2,663

Titulaires

Total de

17,532

807

Boursiers

579

Etudiants

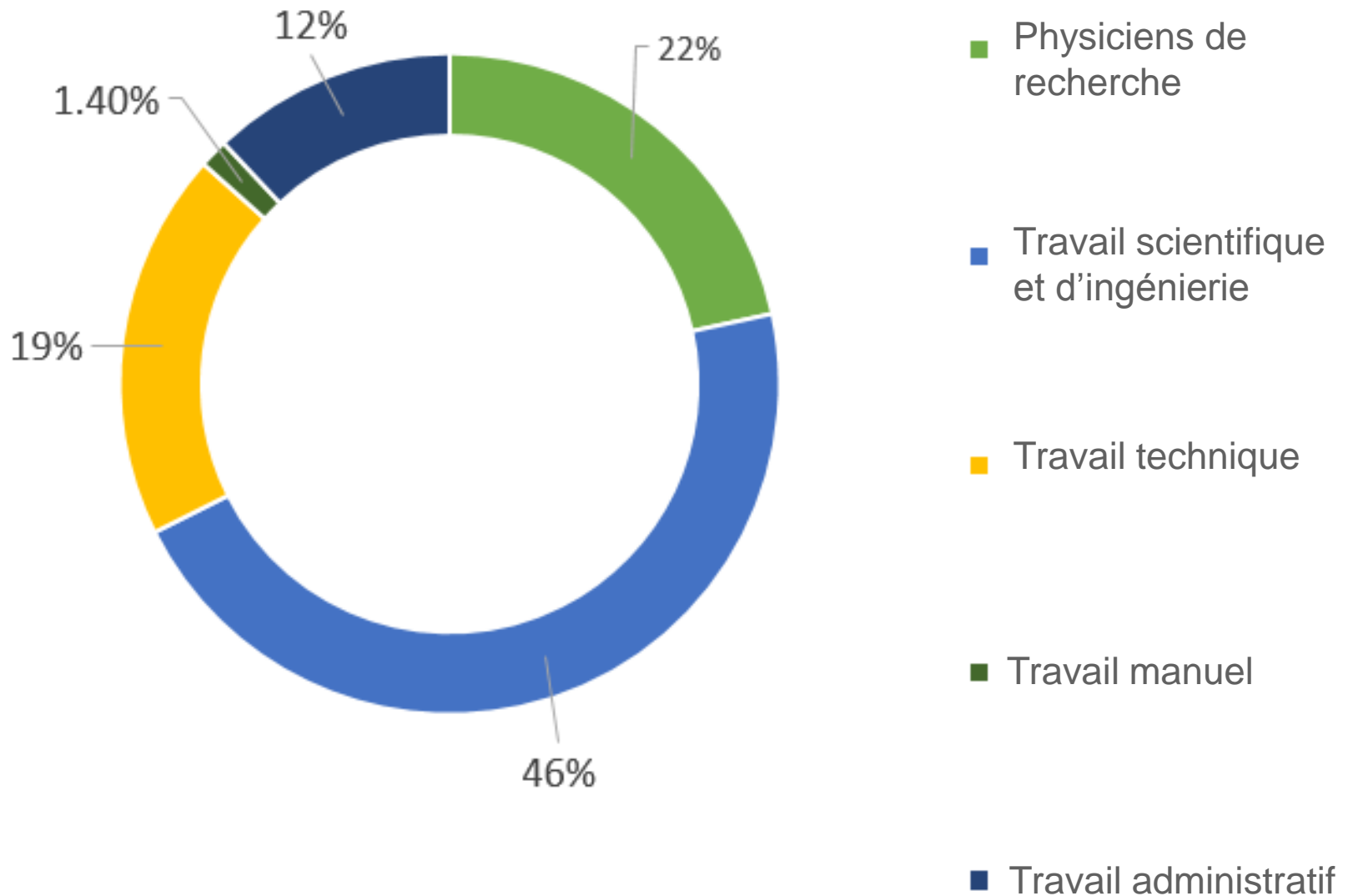
698

Scientifiques en
échange

CERN Statistiques du personnel 2017
Membres du personnel



La diversité au CERN – Les métiers



La diversité au CERN – Les métiers



Image: J.Wiener / CERN



La diversité au CERN – les dimensions

- **Nationalités / cultures**
- **Age and génération**
- **Genre**
- **Professions**
- **Différences individuelles telles que l'orientation sexuelle, les croyances, les capacités physiques**

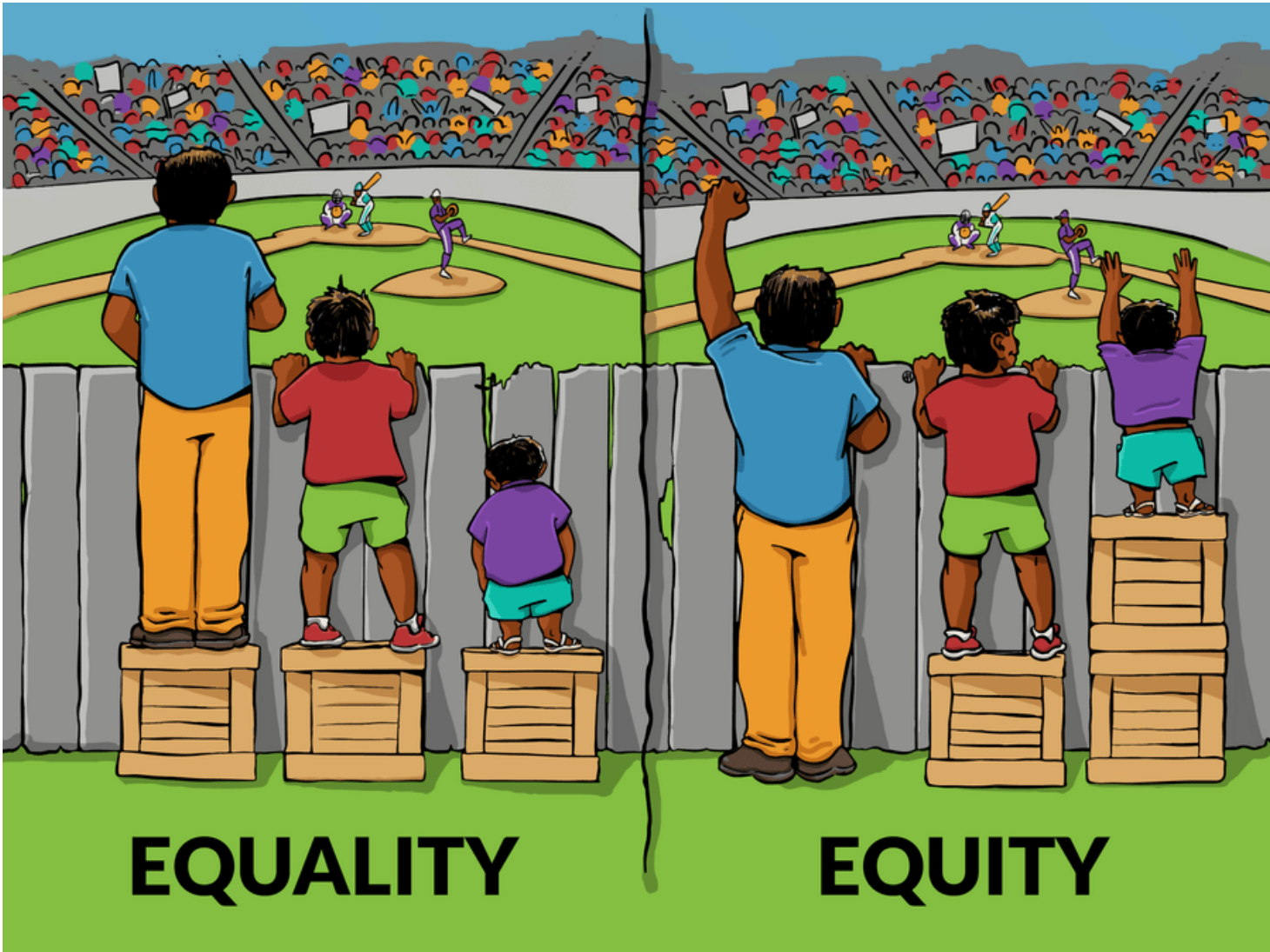


Image: R. Hradil/CERN



Image: M.Brice/CERN

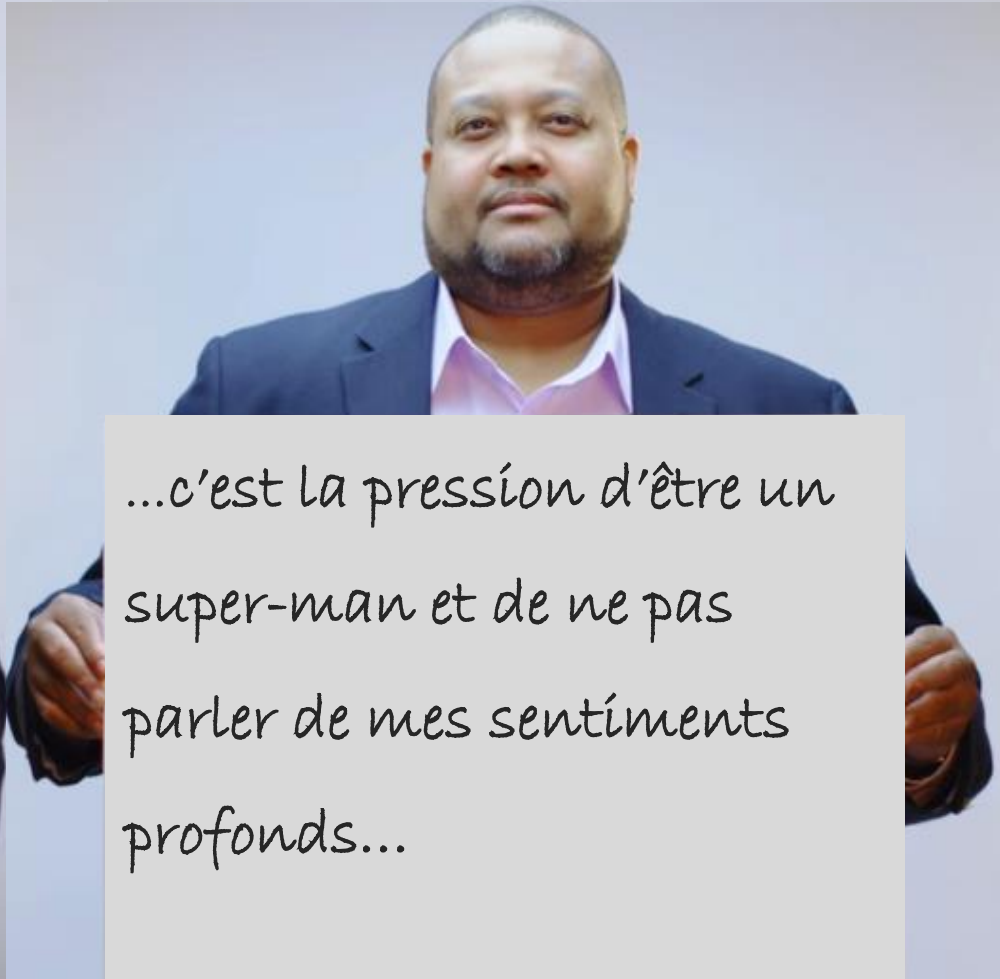
Egalité des chances



Egalité des chances



...c'est contrariant
lorsque les gens
imaginent que je suis
moins engagé dans
ma vie de famille car
je suis un homme...



...c'est la pression d'être un
super-man et de ne pas
parler de mes sentiments
profonds...

Votre vie au CERN



ÉQUILIBRE VIE
PROFESSIONNELLE-
VIE PRIVÉE

- Travail à Temps Partiel
- Télétravail
- Système de Congés Dynamique
- Programmes de Pré-retraite

UN
ENVIRONNEMENT
DE TRAVAIL
ACCUEILLANT
POUR LES
FAMILLES

- Services de Garde d'enfants
- Soutien aux conjoints ayant tous deux une carrière
- Congés pour les nouveaux parents
- Autres congés pour raisons familiales

UN ENVIRONNEMENT
PROFESSIONNEL
INCLUSIF ET
RESPECTUEUX

- Accessibilité
- Politique de reprise du travail
- Réseaux Informels : LGBTQ, Handicap, Nationalités
- Autres groupes: WIT, Lunch Collider
- Service des Affaires Sociales, Psychologue, Ombuds, Service Medical



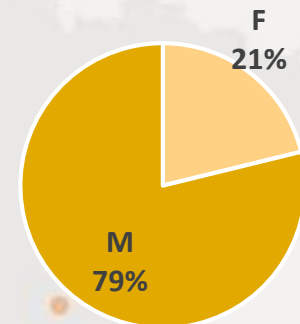
Les activités du Bureau de la diversité?

visit cern.ch/diversity
contact: hr-diversity-info@cern.ch

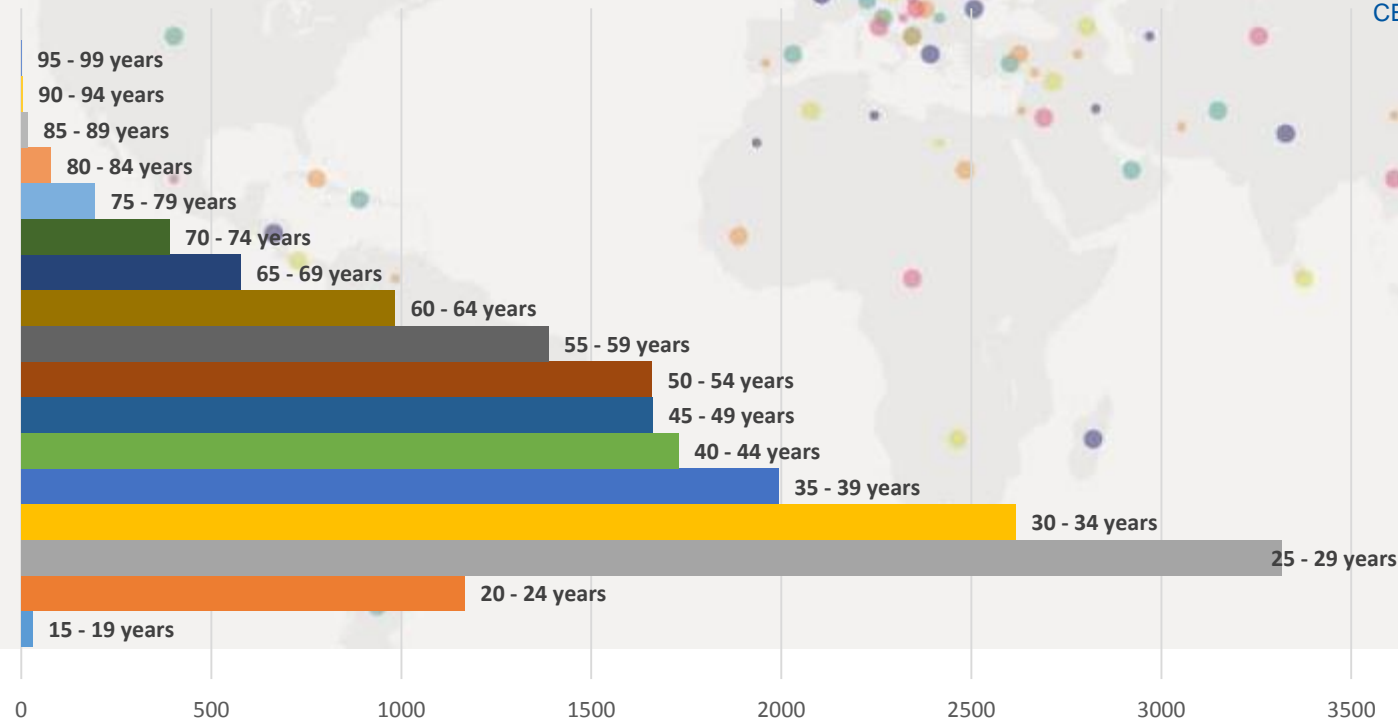


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La diversité au CERN - démographie



Répartition par âge

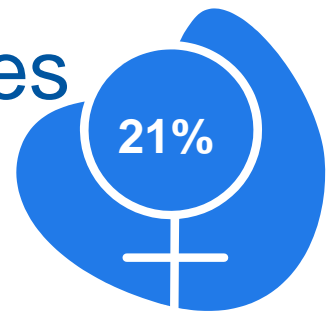


CERN Statistiques annuelles de personnel 2017
Membres du personnel employés

Source HRT : tous membres du personnel confondus- 04-2018



L'accent sur l'égalité hommes-femmes



CERN Statistiques annuelles 2017
Membres du personnel employes

Encourager les filles et les femmes à entreprendre des carrières scientifiques...

Fabiola Gianotti

Director-General | European Organization for Nuclear Research

I, Fabiola Gianotti, support the GGC Panel Parity Pledge.

As the Director-General for the European Organization for Nuclear Research (CERN), we also commit to undertake the following:

- The Organization will undertake actions to encourage school girls to take science and technology subjects.
- The VIP Visit Service will ensure to reach out to competent women as potential CERN representatives each time a VIP visit is organised.



...**E**mployer des femmes de manières équitable...

SIX WOMEN SHARE THEIR EXPERIENCE WORKING AT CERN

Diversity at CERN FCC - Movie



... **E**laborer un environnement de travail inclusif pour leur permettre de donner le meilleur

A FAMILY-FRIENDLY WORK ENVIRONMENT

YOUR LIFE@CERN

AN INCLUSIVE AND RESPECTFUL WORKPLACE

A PROFESSIONAL-PERSONAL BALANCE



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Accessibilité



(Images: CERN)

✓ Accessibilité indiqué sur le portail GIS du CERN.

- ✓ ▾ Facilities for persons with disabilities
- ✓ > Wheelchair accessible toilet
- ✓ > Accessible path from 33 to 500
- ✓ > Accessible parking place
- > Other Facilities



✓ Plus d'information sur cern.ch/diversity

Support Structures for people with disabilities

Disability is one of the five dimensions covered by CERN's diversity policy, embedded under "Individual Differences" address the special needs of people with reduced mobility, meaning access and equipment as needed as well as support appropriate for persons with temporary or permanent disabilities.

[Finding infrastructures for people with reduced mobility](#)

[Entrance Formalities for people with reduced mobility](#)

[Wheelchair accessible Hotel Rooms](#)

[Temporary "reduced mobility" parking permit](#)

[Remote work](#)

[Contact the Disability Network at CERN](#)

Subvention de EPS
pour un project
pour la création de
**stages pour des
étudiants en STIM
porteurs de handicap**

Structures d'appui pour les conjoints



Maria & Giuseppe Fidecaro au CERN depuis 1956
(Image: CERN/A.Pantelia)

- Cours de langues
- Accès au CERN
- Ateliers
- Accès aux clubs du CERN

Davantage sur:
cern.ch/diversity/spousesupport



Programmes and réseaux

- The Post Career-Break Fellowship
- Atelier d'enseignement inclusif pour les professeurs de science
- Le réseau International Gender Champion
- Le réseau Diversité et Inclusion de l' EIROforum



*“Apprécier les différences,
favoriser l'égalité et
promouvoir la collaboration”*

A way back in: the CERN Post-Career Break Fellowship

You were taking off...

You were in the early days of a profession in science or engineering, or perhaps already steeped in and building up expertise. You were in and you were making it, contributing to your field with passion. But then...



You had to take some time...

Perhaps you started a family, perhaps someone in your family needed looking after. Either way, a personal situation called upon you with its responsibilities, and for the time being, you had to step aside. But now...



You're ready to take the leap again.

Your situation has evolved, we hope for the best. You're considering returning, more likely you never quite stopped thinking about it. But the way back is a steep climb and we at CERN know that.

That's why we've developed [an opportunity](#) to help you on your way.



GVAGenderChamps @GVAGenderChamps · Sep 13

Great initiative! Last month, @CERN facilitated a work group on #gender inclusive teaching. bit.ly/2cnTO1W



Bureau de la diversité – Réseaux informels

“Encourager un environnement de travail fondé sur le respect”

Réseaux informels

- Réseaux nationaux
- Réseau handicap
- Réseau LGBTQ



Autres groupes

- *LunchCollider*
- *Women In Technology*

Le bureau de la diversité

Participez!

Consultez: cern.ch/diversity
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Sensibilisez

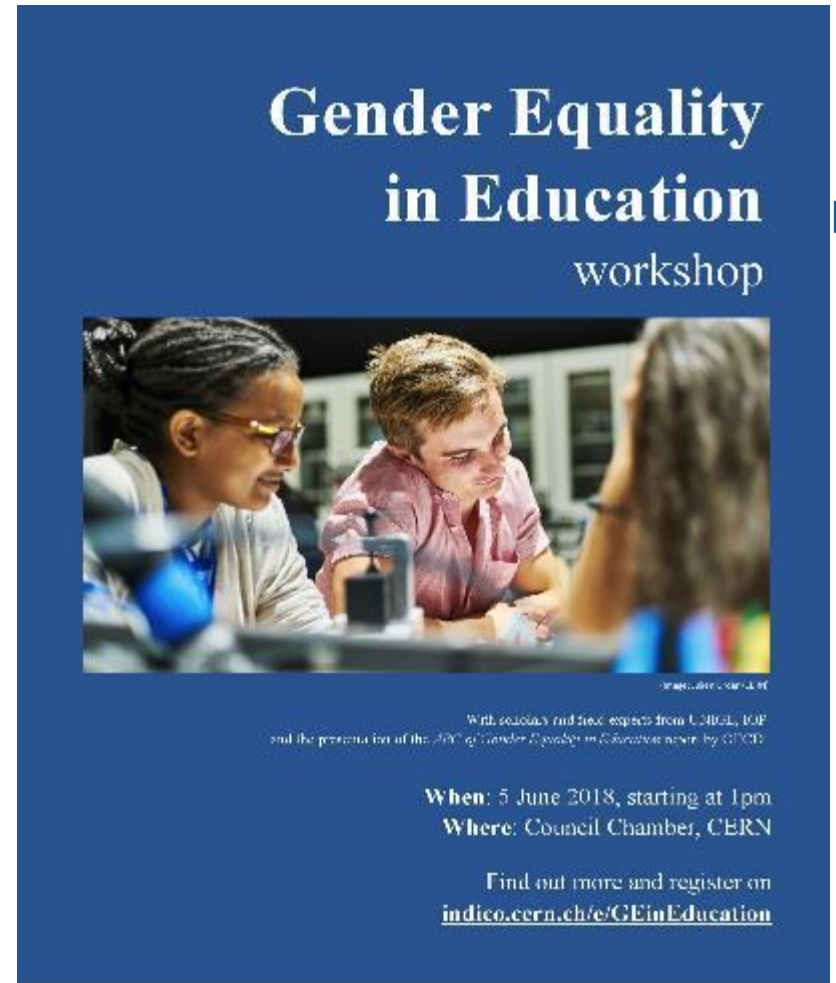


A circular graphic composed of colorful dots in shades of yellow, pink, and teal. The text "Diversity in Action WORKSHOP" is centered within the circle.


**Diversity in Action
WORKSHOP**

Would you like to learn how stereotypes form?
How they could affect our professional life?

Would you like to explore ways to recognise
and overcome unconscious biases?



Gender Equality
in Education
workshop



With sessions and flexi- experts from UHCL, IOP
and the presentation of the *POC of Gender Equality in Education* by GTCOE

When: 5 June 2018, starting at 1pm
Where: Council Chamber, CERN

Find out more and register on
indico.cern.ch/e/GEinEducation



Suivre la Diversité au CERN

cern.ch/diversity

Diversity books at the CERN Library

There are several books available at the CERN Library related to the topic of Diversity.

by: Pearson Education.

L'Harmattan.

The screenshot shows the CERN Diversity website. The top navigation bar includes 'About', 'Initiatives & Support Structures', 'Resources', 'News', and 'Contact'. The main content area features a news article titled 'The CERN Diversity Office Diversity? It's an issue for the majority' dated 30 May 2016. The article text discusses a Gender in Physics day and mentions the EU's Gender Equality Network in the European Research Area (GENERA). A video player titled 'Your Life@CERN' is embedded in the article, showing a video thumbnail with a play button. Below the video, there is a link to 'Find out more about support structures to enhance your working life at CERN >>' and a section for 'GENERA' which states 'CERN is an observer partner of GENERA, the Gender Equality Network in the European Research Area, find out more about the Horizon2020 funded project, here.' On the left sidebar, there are other news items: 'Diversity in Action work' (30 May 2016) and 'FCC study to make gender' (20 Apr 2016). A photo of Sjoerd de Jong, President of CERN Council, is also visible.

profession"



Souscrivez à la newsletter de la Diversité !



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